

# ***Headquarters U.S. Air Force***

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***Integrity - Service - Excellence***

## **SCOPE CHAMPION**



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# ***Overview***

- **Vision**
- **Background**
- **Professional Development**
- **Creating the Climate for Success**

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# ***Vision***

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**Establish a cadre of highly competitive  
personnel  
through mobility and breadth and depth  
of training and experience through  
ongoing participation of senior  
management**

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# ***Background***

- **We need to transform and re-skill our current workforce to meet future needs**
  - **Our workforce has been impacted by**
    - **Drawdowns**
    - **Outsourcing**
    - **Restructuring**
    - **Technological Changes**
- **We need to create an environment which will**
  - **Foster leadership development**
  - **Create opportunities for breadth and advancement**
  - **Build a superbly qualified leadership pool**
  - **Institutionalize skills refreshment**



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# ***Professional Development Pillars and Expectations***

## **Pillars of Professional Development**

### ■ **Education**

- Post-Secondary Education
- Professional Military Education
- Professional Education

### ■ **Depth:**

- Experience different Air Force echelons

### ■ **Breadth:**

- Experience diverse Air Force missions

### ■ **Mobility**

- Rotational tours

## **Notional Qualifications for SCOPE CHAMPION**

### ■ **GS-13**

- Bachelors Degree & PME
- Experience 2 mission areas

### ■ **GS-14**

- Masters Degree & IDE complete
- Experience 2 mission areas
- Experience 2 levels of command

### ■ **GS-15** -- GS-14 qualifications plus SSS

### ■ **SES** -- GS-15 qualifications plus 3 levels of command

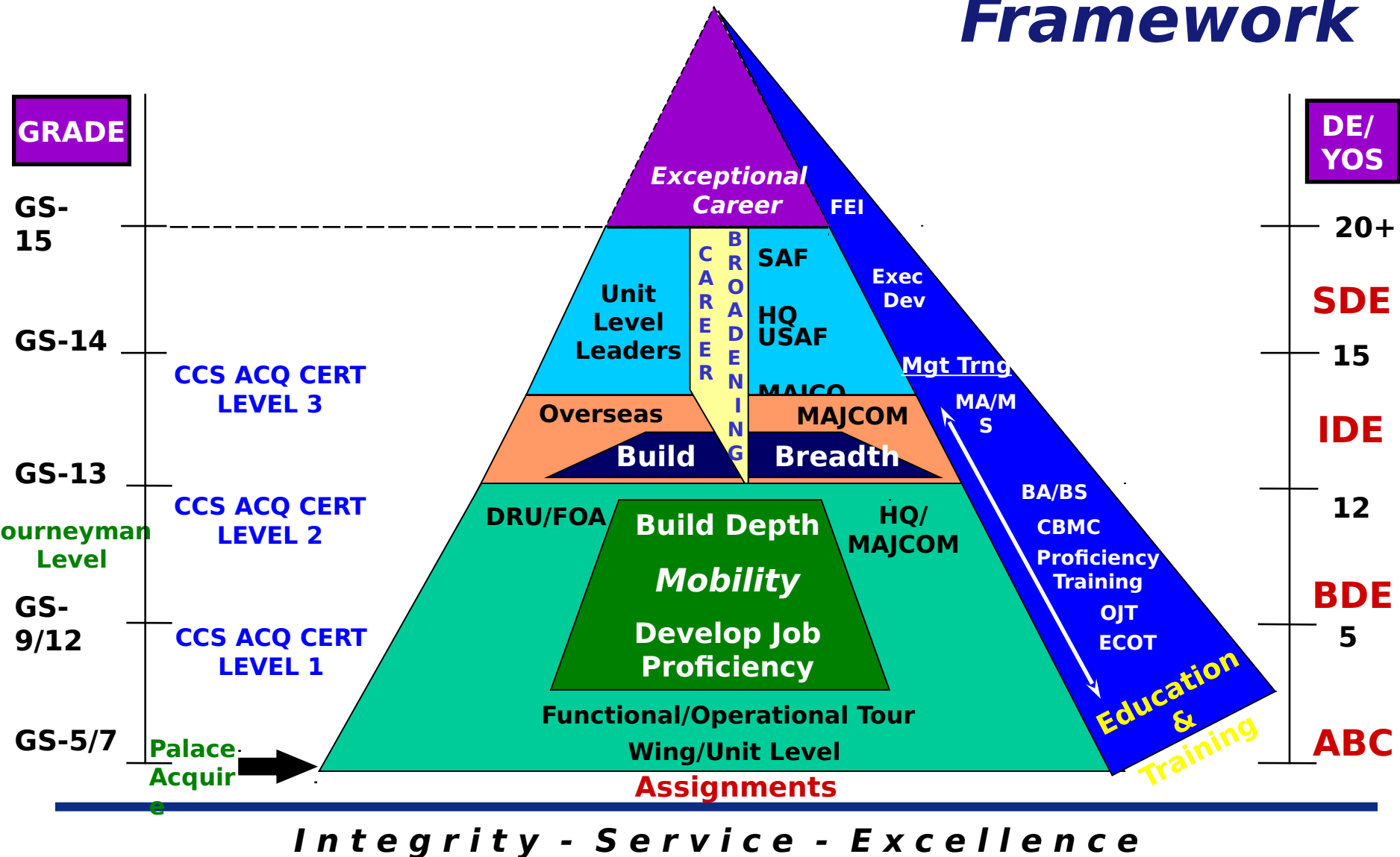
**Intermediate Developmental Education (IDE) and Senior Developmental Education (SDE) web site: <http://www.afpc.randolph.af.mil/cp/ccdp/>**

***I n t e g r i t y - S e r v i c e - E x c e l l e n c e***



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# CICP - Career Progression Framework





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“As we evolve and transform, we must also change the ways we professionally develop our C&I community, ensuring our skills continue to meet mission needs – while adopting a mindset that facilitates change.”

William T. Hobbins, Lt Gen, USAF  
DCS, Warfighting Integration

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